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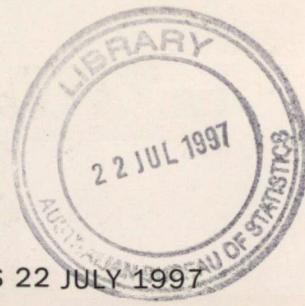
Australian  
Bureau of  
Statistics

Statistics



1996

EMBARGO: 11:30 AM (CANBERRA TIME) TUES 22 JULY 1997



# Industrial Disputes

## Australia

## NOTES

### REVISIONS

Revisions have been made to the annual series as a result of disputes which were identified after the release of the previous edition of this publication.

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### ROUNDING

Where estimates have been rounded, discrepancies may occur between sums of the component items and totals.

\*\*\*\*\*

### SYMBOLS AND OTHER USAGES

ABS	Australian Bureau of Statistics
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASIC	Australian Standard Industrial Classification
mfg	manufacturing
n.p.	not available for publication but included in totals where applicable unless otherwise indicated
—	nil or rounded to zero

\*\*\*\*\*

### INQUIRIES

For information about other ABS statistics and services, please refer to the back of this publication.

For further information about these statistics, contact Information Services on Melbourne 03 9615 7000 or Paul Singleton on 03 9615 7389.

W. McLennan  
Australian Statistician

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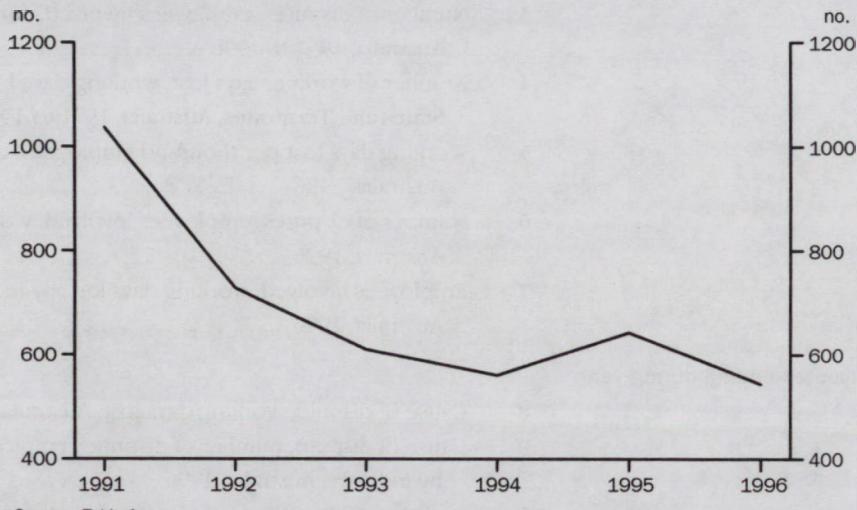
## SUMMARY OF FINDINGS

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### AUSTRALIA

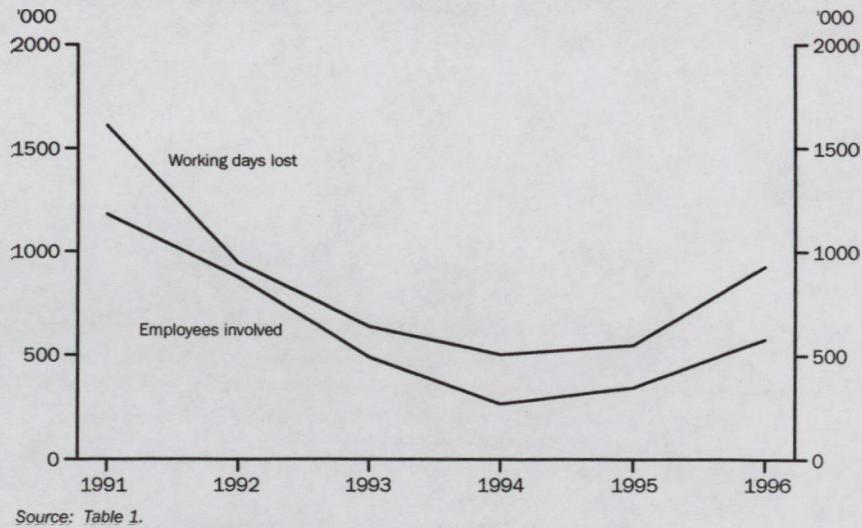
#### Disputes which occurred during the year

There were 543 industrial disputes reported in 1996, involving 577,700 employees and 928,500 working days lost. This represented the lowest number of disputes since 1940.



Source: Table 1.

The number of employees involved in disputation during 1996 increased by 233,400 over the preceding 12 months. The number of working days lost increased by 380,900 over the same period. This was the second consecutive annual increase following a low of 265,100 employees and 501,600 working days lost in 1994.



Source: Table 1.

Working days lost per thousand employees increased from 79 in 1995 to 131 in 1996, the highest rate since 1992 (147).

## SUMMARY OF FINDINGS *continued*

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### Disputes which ended during the year

Of the 539 disputes which ended during the year, 85% involved fewer than 400 employees. These disputes accounted for 128,600 working days lost or 14% of the national total. Disputes involving 3,000 or more employees represented 5% of disputes, but accounted for 719,000 working days lost, or 77% of the national total.

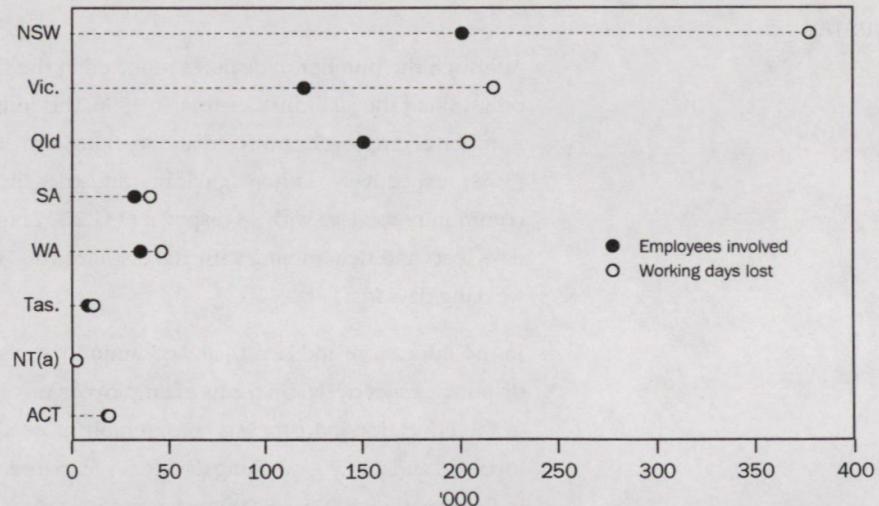
There were 222 disputes which each involved fewer than 100 working days lost and resulted in the combined loss of 8,700 (1%) working days. Disputes of 10,000 or more working days lost, of which there were 15 accounted for 73% of all working days lost.

### STATES AND TERRITORIES

Of industrial disputes which occurred during 1996, New South Wales recorded the highest number with 292. This represented 54% of all disputes and was the highest number of disputes for that State since 1991 (439).

Approximately 86% of working days lost from disputes in Australia during 1996 were attributable to three states—New South Wales (377,900); Victoria (218,100); and Queensland (205,400).

Employees involved and working days lost increased in all states during 1996 compared to 1995, except in Western Australia. The largest absolute increase in employees involved was recorded in New South Wales with 125,100 (163%) followed by Queensland with 96,900 (177%). New South Wales and Victoria recorded the largest absolute increase in working days lost with 264,300 (233%) and 92,000 (73%) respectively.



(a) In the Northern Territory, the number of employees involved was equal to the number of working days lost.  
Source: Table 4.

In Western Australia, the only state to record a decrease, the number of employees involved fell from 99,700 in 1995 to 36,200 in 1996 while working days lost decreased from 101,600 to 47,300 over the same period.

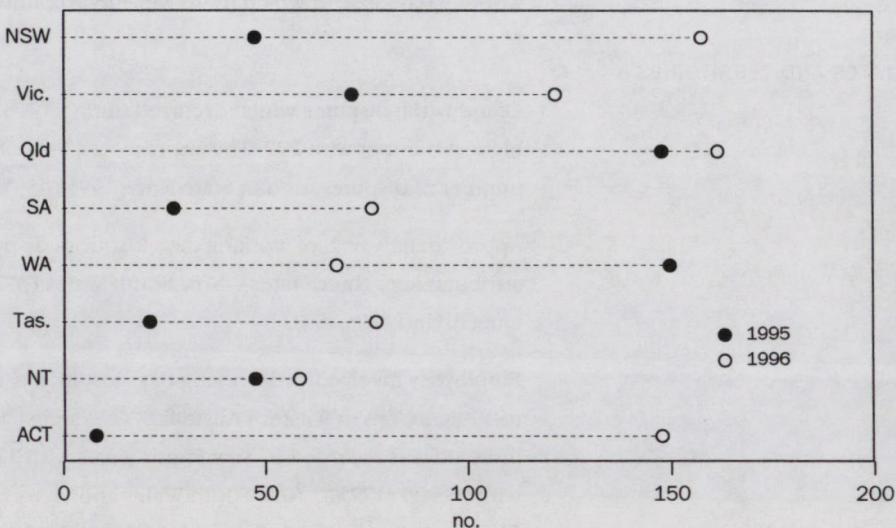
## SUMMARY OF FINDINGS *continued*

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### STATES AND TERRITORIES *continued*

New South Wales recorded the highest rate of working days lost per thousand employees with 158. From 1995 to 1996 the largest increase in working days lost per thousand employees occurred in the Australian Capital Territory which rose from 9 to 148. Within the Australian Capital Territory, the Construction industry increased from 2 to 2,023 working days lost per thousand employees over the period.

#### WORKING DAYS LOST PER THOUSAND EMPLOYEES



Source: Table 5.

### INDUSTRY

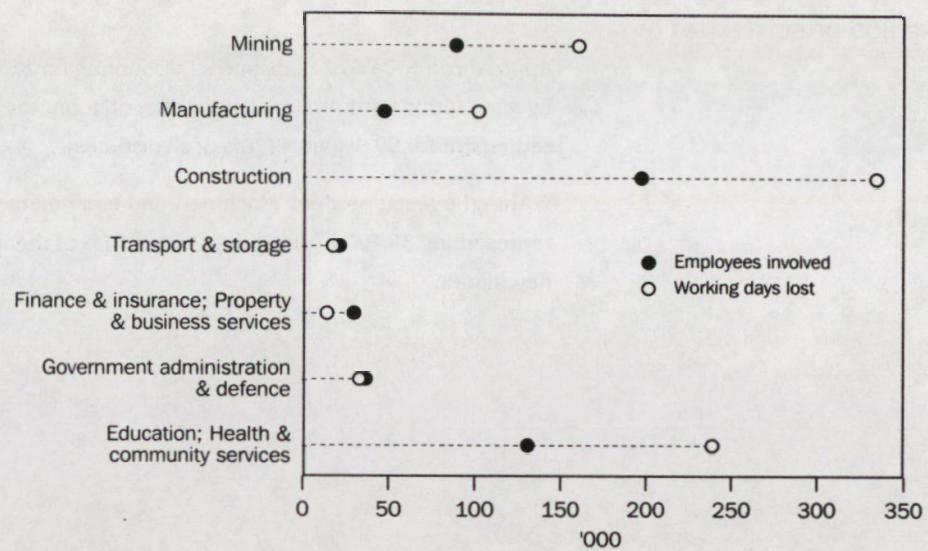
Although the number of disputes reported in the Construction industry represented only 13% of the all industries total in 1996, this industry accounted for the highest number of employees involved and working days lost with 197,700 (34%) and 334,800 (36%) respectively. Other significant industries included Education; Health and community services with 33 disputes (131,200 employees involved and 239,800 working days lost) and Coal mining with 208 disputes (88,700 employees involved and 160,800 working days lost).

In the Education, and Health and community services industries there were 16 and 18 disputes respectively. In terms of employees involved and working days lost, disputation in the Education industry was considerably more significant with 123,200 employees involved and 233,900 working days lost compared to the Health and community services industry with 8,000 and 5,900 respectively.

Within the Education industry, New South Wales recorded the highest number of employees involved (66,500) and working days lost (168,000); Victoria followed with 28,400 employees involved and 27,000 working days lost; then South Australia with 14,700 employees involved and 21,300 working days lost.

## SUMMARY OF FINDINGS *continued*

### INDUSTRY continued



Source: *Table 6*.

Working days lost per thousand employees was highest in the Coal mining industry with 7,171, an increase of 2,511 over 1995.

Between 1995 and 1996, significant increases in working days lost per thousand employees also occurred in the Construction, and Education; Health and community services industries. Within the Education; Health and community services industry group, increased activity in the Education industry was the major cause of a rise from 57 to 187 over the 12 month period.

Significant decreases in working days lost per thousand employees were evident in Other mining (1,359 to 73), Other manufacturing (160 to 70) and Transport; Communication and storage (84 to 43).

### CAUSE OF DISPUTE

Of disputes which ended in 1996 managerial policy was the major cause, accounting for 426,500 working days lost or 46% of the Australian total.

Wages and 'other' causes were also significant, accounting for 247,100 (27%) and 183,300 (20%) working days lost respectively. Within the 'other' causes category, political protests represented 181,400 working days lost in Australia.

The majority of working days lost in Construction were due to managerial policy (267,000 or 80% of the industry total) while in Education; Health and community services industry the major cause of disputes related to wage claims (189,400 or 79% of the industry total). Within the Coal mining industry 31% of disputes were due to managerial policy, 24% related to trade unionism and 34% to 'other' causes.

## SUMMARY OF FINDINGS *continued*

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### METHOD OF SETTLEMENT

Approximately 74% of all disputes (accounting for 88% of working days lost) were settled by resumption without negotiation. Negotiation was the major reported method of settlement for 90 disputes (70% of all disputes).

Within the Metal product; Machinery and equipment manufacturing industry, 6 disputes representing 35,700 working days lost or 61% of the industry total were resolved by negotiation.

## 1

## INDUSTRIAL DISPUTES OCCURRING DURING THE YEAR

Period	DISPUTES.....		EMPLOYEES INVOLVED DIRECTLY		EMPLOYEES INVOLVED INDIRECTLY		TOTAL EMPLOYEES INVOLVED.....		WORKING DAYS LOST.....	
	Commenced during period	Total no.	Newly involved(a)	Total '000	Newly involved(a)	Total '000	Newly involved(a)	Total '000	Total '000	Per thousand employees no.
				'000		'000		'000		
1991	1 032	1 036	1 173.5	1 176.2	5.4	5.4	1 178.9	1 181.6	1 610.6	248
1992	726	728	867.6	867.8	3.8	3.8	871.3	871.5	941.2	147
1993	607	610	482.4	482.7	6.8	6.8	489.2	489.6	635.8	100
1994	556	560	261.0	262.7	2.4	2.4	263.4	265.1	501.6	76
1995	635	643	332.2	341.0	3.2	3.2	335.4	344.3	547.6	79
1996	539	543	575.5	577.4	0.3	0.3	575.9	577.7	928.5	131

(a) Comprises employees involved in disputes that commenced during the year and employees newly involved in disputes that continued from the previous year.

## 2

## WORKING DAYS LOST PER THOUSAND EMPLOYEES, By Industry

Period	Coal mining	Other mining	Metal product; Machinery & equipment mfg	Other mfg	Construction	Transport & storage; Communication services	Education; Health & community services	Other industries (a)	All industries
1991	4 465	597	1 555	268	349	214	147	60	248
1992	3 078	840	309	243	126	192	172	57	147
1993	2 915	254	426	121	41	37	106	41	100
1994	5 964	323	117	123	59	137	63	16	76
1995	4 660	1 359	142	160	115	84	57	12	79
1996	7 171	73	146	70	892	43	187	17	131

(a) Comprises Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.

Period	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
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NUMBER OF DISPUTES COMMENCED

1991	438	153	154	67	155	30	18	17	1 032
1992	278	114	121	32	133	23	20	12	726
1993	239	114	125	38	110	19	11	9	607
1994	229	106	139	39	82	30	15	9	556
1995	283	107	163	27	69	26	7	12	635
1996	290	96	136	29	53	17	13	23	539

NUMBER OF DISPUTES WHICH OCCURRED

1991	439	155	154	67	156	30	18	17	1 036
1992	279	114	121	32	134	23	20	12	728
1993	241	114	125	38	111	19	11	9	610
1994	230	109	139	39	82	30	15	9	560
1995	285	110	167	28	70	27	7	12	643
1996	292	98	138	30	54	19	13	24	543

EMPLOYEES NEWLY INVOLVED ('000)(a)

1991	866.1	134.6	61.5	34.9	63.1	7.2	2.3	9.2	1 178.9
1992	163.3	598.8	45.4	23.2	28.7	7.6	2.7	1.6	871.3
1993	146.2	200.9	79.3	21.7	27.5	2.7	1.2	9.7	489.2
1994	118.5	50.6	55.2	15.1	15.9	5.6	1.4	1.0	263.4
1995	75.3	77.6	49.4	27.6	99.4	3.2	1.7	1.4	335.4
1996	201.5	120.3	151.1	33.2	36.0	9.9	4.4	19.3	575.9

TOTAL EMPLOYEES INVOLVED ('000)

1991	867.9	135.5	61.5	34.9	63.1	7.2	2.3	9.2	1 181.6
1992	163.5	598.8	45.4	23.2	28.8	7.6	2.7	1.6	871.5
1993	146.4	200.9	79.3	21.7	27.6	2.7	1.2	9.7	489.6
1994	118.6	52.2	55.2	15.1	15.9	5.6	1.4	1.0	265.1
1995	76.5	79.0	54.7	27.8	99.7	3.4	1.7	1.4	344.3
1996	201.5	121.1	151.6	33.4	36.2	10.0	4.4	19.4	577.7

EMPLOYEES DIRECTLY INVOLVED ('000)

1991	866.5	133.6	60.5	34.6	62.4	7.1	2.3	9.2	1 176.2
1992	163.4	595.4	45.3	23.2	28.6	7.6	2.7	1.6	867.8
1993	146.3	195.4	78.7	21.4	27.4	2.7	1.2	9.7	482.7
1994	118.0	50.8	55.2	14.9	15.7	5.6	1.4	1.0	262.7
1995	76.4	78.2	52.6	27.8	99.7	3.2	1.7	1.4	341.0
1996	201.5	120.8	151.6	33.4	36.2	10.0	4.4	19.4	577.4

EMPLOYEES INDIRECTLY INVOLVED ('000)

1991	1.3	1.9	1.0	0.3	0.7	0.1	—	—	5.4
1992	0.1	3.3	0.2	—	0.2	—	—	—	3.8
1993	0.1	5.6	0.6	0.3	0.2	—	—	—	6.8
1994	0.5	1.4	—	0.3	0.2	—	—	—	2.4
1995	0.1	0.9	2.1	—	—	0.1	—	—	3.2
1996	—	0.3	—	—	—	—	—	—	0.3

(a) Comprises employees involved in disputes which commenced during the year and employees newly involved in disputes which continued from the previous year.

## 4

## WORKING DAYS LOST, States &amp; Territories

Period	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
WORKING DAYS LOST ('000)									
1991	1 106.3	209.2	106.6	59.3	119.1	4.4	3.3	2.3	1 610.6
1992	174.3	586.4	66.3	12.2	53.6	43.0	2.7	2.7	941.2
1993	178.3	257.2	128.4	25.6	29.5	4.5	2.1	10.3	635.8
1994	223.2	87.0	133.3	18.0	27.4	4.6	7.0	1.1	501.6
1995	113.6	126.1	182.7	15.3	101.6	3.5	3.6	1.2	547.6
1996	377.9	218.1	205.4	41.6	47.3	13.0	4.4	20.9	928.5
WORKING DAYS LOST PER THOUSAND EMPLOYEES									
1991	494	123	101	111	196	27	47	18	248
1992	80	359	61	24	89	271	38	21	147
1993	83	157	117	50	48	28	31	75	100
1994	99	52	115	35	42	29	103	8	76
1995	48	72	148	28	150	22	48	9	79
1996	158	122	162	77	68	78	59	148	131

## 5

## WORKING DAYS LOST PER THOUSAND EMPLOYEES, By Industry—States &amp; Territories

	Coal mining	Other mining	Metal product; Machinery & equipment mfg	Other mfg	Construction	Transport & storage; Communication services	Education; Health & community services	Other industries (a)	All industries
NSW	5 749	288		89	49	469	34	397	15
Vic.	—	4		320	114	1 151	45	95	21
Qld	13 907	98		27	89	1 439	40	14	15
SA	—	—		14	3	660	90	184	13
WA	2 950	55		108	26	798	35	16	10
Tas.	—	—		15	12	—	35	296	23
NT	—	—		—	—	55	28	275	8
ACT	—	—		—	—	2 023	115	71	57
<b>Aust.</b>	<b>7 171</b>	<b>73</b>		<b>146</b>	<b>70</b>	<b>892</b>	<b>43</b>	<b>187</b>	<b>17</b>

(a) Comprises Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.

## INDUSTRIAL DISPUTES OCCURRING DURING THE YEAR, By Industry

Industry	Industrial disputes which occurred	Employees involved	Working days lost
	no.	'000	'000
Agriculture, forestry and fishing	—	—	—
Mining	214	90.4	165.2
Coal	208	88.7	160.8
Iron ore	n.p.	0.9	0.9
Other	n.p.	0.8	3.5
Manufacturing	112	48.8	103.5
Food, beverage and tobacco	12	11.4	16.2
Textile, clothing, footwear and leather	n.p.	0.4	1.6
Wood and paper product	n.p.	1.5	3.8
Printing, publishing and recorded media	7	1.2	4.2
Petroleum, coal, chemical and associated product	5	2.3	3.2
Metal product; Machinery and equipment	82	31.1	58.6
Other manufacturing	6	0.9	15.8
Electricity, gas and water supply	19	3.6	1.9
Construction	69	197.7	334.8
Wholesale trade; Retail trade	6	3.1	3.9
Transport and storage	60	22.5	19.0
Road transport	12	2.9	2.9
Rail transport	7	7.9	3.7
Air and space transport	7	1.0	0.6
Stevedoring	25	6.6	4.5
Other transport	16	4.2	7.3
Communication services	7	4.4	1.5
Finance and insurance; Property and business services	8	30.9	15.2
Government administration and defence	18	38.0	34.3
Education; Health and community services	33	131.2	239.8
Cultural, recreational, personal and other services	21	7.2	9.6
<b>Total</b>	<b>543</b>	<b>577.7</b>	<b>928.5</b>

Industry	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
EMPLOYEES INVOLVED ('000)									
Agriculture, forestry and fishing	—	—	—	—	—	—	—	—	—
Mining	55.4	—	33.2	—	1.7	—	—	—	90.4
Coal	55.1	—	33.2	—	0.4	—	—	—	88.7
Iron ore	—	—	—	—	0.9	—	—	—	0.9
Other	0.3	—	0.1	—	0.4	—	—	—	0.8
Manufacturing	14.9	14.7	12.0	1.5	5.5	0.2	—	—	48.8
Food, beverage and tobacco	1.3	0.2	8.6	0.2	1.0	—	—	—	11.4
Textile, clothing, footwear and leather	—	0.4	—	—	—	—	—	—	0.4
Wood and paper product	0.4	0.7	0.3	0.1	—	0.1	—	—	1.5
Printing, publishing and recorded media	0.7	0.1	—	—	0.3	—	—	—	1.2
Petroleum, coal, chemical and associated product	0.1	2.1	—	—	—	—	—	—	2.3
Metal product; Machinery and equipment	12.1	10.6	3.2	1.2	4.1	0.1	—	—	31.1
Other manufacturing	0.3	0.7	—	—	—	—	—	—	0.9
Electricity, gas and water supply	1.4	0.8	—	—	1.4	—	—	—	3.6
Construction	29.5	51.0	82.6	7.5	18.8	—	0.1	8.4	197.7
Wholesale trade; Retail trade	2.1	0.5	—	0.6	—	—	—	—	3.1
Transport and storage	5.5	3.0	8.5	2.9	1.7	0.2	—	0.7	22.5
Road transport	0.2	—	0.8	1.2	—	—	—	0.7	2.9
Rail transport	0.2	0.2	6.0	1.0	0.4	0.2	—	—	7.9
Air and space transport	—	—	0.8	0.1	—	—	—	—	1.0
Stevedoring	3.4	1.7	0.9	0.2	0.4	—	—	—	6.6
Other transport	1.8	1.1	—	0.3	0.9	—	—	—	4.2
Communication services	0.2	2.0	0.7	0.6	0.5	0.1	0.3	—	4.4
Finance and insurance; Property and business services	12.5	6.8	4.8	2.2	1.9	1.1	0.1	1.5	30.9
Government administration and defence	10.5	8.7	5.5	2.5	2.4	1.8	0.4	6.2	38.0
Education; Health and community services	66.6	31.8	2.6	15.5	2.3	6.5	3.4	2.5	131.2
Cultural, recreational, personal and other services	2.9	1.9	1.6	0.2	0.2	0.2	0.2	0.1	7.2
<b>Total</b>	<b>201.5</b>	<b>121.1</b>	<b>151.6</b>	<b>33.4</b>	<b>36.2</b>	<b>10.0</b>	<b>4.4</b>	<b>19.4</b>	<b>577.7</b>
WORKING DAYS LOST ('000)									
Agriculture, forestry and fishing	—	—	—	—	—	—	—	—	—
Mining	101.7	—	60.4	—	3.0	—	—	—	165.2
Coal	100.4	—	59.0	—	1.4	—	—	—	160.8
Iron ore	—	—	—	—	0.9	—	—	—	0.9
Other	1.4	—	1.4	—	0.7	—	—	—	3.5
Manufacturing	22.2	65.1	10.7	0.8	4.3	0.3	—	—	103.5
Food, beverage and tobacco	5.3	1.0	8.9	0.1	1.0	—	—	—	16.2
Textile, clothing, footwear and leather	—	1.6	—	—	—	—	—	—	1.6
Wood and paper product	0.6	2.6	0.3	0.1	—	0.2	—	—	3.8
Printing, publishing and recorded media	4.0	0.1	—	—	0.2	—	—	—	4.2
Petroleum, coal, chemical and associated product	0.2	3.0	—	—	—	—	—	—	3.2
Metal product; Machinery and equipment	11.8	41.4	1.6	0.6	3.1	0.1	—	—	58.6
Other manufacturing	0.3	15.5	—	—	—	—	—	—	15.8
Electricity, gas and water supply	0.7	0.9	—	—	0.3	—	—	—	1.9
Construction	60.9	98.5	117.3	12.5	32.6	—	0.3	12.7	334.8
Wholesale trade; Retail trade	2.9	0.5	—	0.6	—	—	—	—	3.9
Transport and storage	5.6	4.8	3.4	2.6	1.4	0.3	—	0.8	19.0
Road transport	0.3	0.1	0.4	1.3	—	—	—	0.8	2.9
Rail transport	0.1	0.2	1.8	1.0	0.4	0.2	—	—	3.7
Air and space transport	—	—	0.6	—	—	—	—	—	0.6
Stevedoring	2.9	0.9	0.4	0.1	0.2	0.1	—	—	4.5
Other transport	2.3	3.6	0.3	0.2	0.8	—	—	—	7.3
Communication services	—	0.9	0.2	0.2	0.1	—	0.1	—	1.5
Finance and insurance; Property and business services	5.7	4.8	2.0	0.8	0.7	0.5	—	0.8	15.2
Government administration and defence	7.4	11.8	4.1	2.1	2.5	1.5	0.2	4.9	34.3
Education; Health and community services	168.1	28.7	3.2	21.9	2.1	10.3	3.7	1.7	239.8
Cultural, recreational, personal and other services	2.6	2.2	4.1	0.2	0.2	0.1	0.1	0.1	9.6
<b>Total</b>	<b>377.9</b>	<b>218.1</b>	<b>205.4</b>	<b>41.6</b>	<b>47.3</b>	<b>13.0</b>	<b>4.4</b>	<b>20.9</b>	<b>928.5</b>

## INDUSTRIAL DISPUTES ENDING DURING THE YEAR, By Cause of Dispute

Cause of dispute	1991	1992	1993	1994	1995	1996
WORKING DAYS LOST ('000)						
Wages	37.8	23.2	137.0	140.6	155.7	247.1
Hours of work	3.9	0.3	3.5	5.4	2.7	8.3
Leave, pensions, compensation	22.6	15.0	12.3	19.0	16.4	—
Managerial policy	869.4	224.0	271.2	158.9	207.3	426.5
Physical working conditions	60.8	27.2	18.9	17.6	24.8	19.6
Trade unionism	31.2	47.2	10.5	7.8	22.8	46.6
Other	597.4	606.1	134.1	165.6	125.6	183.3
<b>Total</b>	<b>1 623.1</b>	<b>943.0</b>	<b>587.3</b>	<b>514.8</b>	<b>555.1</b>	<b>931.4</b>
WORKING DAYS LOST (%)						
Wages	2.3	2.5	23.3	27.3	28.0	26.5
Hours of work	0.2	—	0.6	1.0	0.5	0.9
Leave, pensions, compensation	1.4	1.6	2.1	3.7	3.0	—
Managerial policy	53.6	23.7	46.2	30.9	37.3	45.8
Physical working conditions	3.7	2.9	3.2	3.4	4.5	2.1
Trade unionism	1.9	5.0	1.8	1.5	4.1	5.0
Other	36.8	64.3	22.8	32.2	22.6	19.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Cause of dispute	Coal	Other	Metal product;	Other	Transport	Education;	Other	All	
	mining	mining	Machinery &	mfg	Construction	Communication services	Health & community services	industries (a)	industries
NUMBER OF DISPUTES									
Wages	17	—	7	6	9	7	16	9	70
Hours of work	n.p.	—	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.
Leave, pensions, compensation	—	—	n.p.	—	—	—	—	—	n.p.
Managerial policy	111	n.p.	41	18	31	27	n.p.	43	286
Physical working conditions	45	—	22	—	9	n.p.	—	n.p.	83
Trade unionism	28	—	5	n.p.	12	9	—	n.p.	57
Other	n.p.	n.p.	5	4	n.p.	15	4	6	29
<b>Total</b>	<b>208</b>	<b>7</b>	<b>82</b>	<b>33</b>	<b>67</b>	<b>64</b>	<b>32</b>	<b>67</b>	<b>539</b>
EMPLOYEES INVOLVED ('000)									
Wages	2.4	—	11.4	1.6	2.0	0.6	77.6	22.8	118.4
Hours of work	0.1	—	0.1	0.6	0.1	0.3	0.2	0.6	2.0
Leave, pensions, compensation	—	—	0.1	—	—	—	—	—	0.1
Managerial policy	19.6	0.8	7.8	2.8	126.2	5.5	18.0	22.0	202.7
Physical working conditions	9.0	—	1.9	—	0.7	0.2	—	0.8	12.6
Trade unionism	21.0	—	2.3	1.8	2.4	2.0	—	0.3	29.8
Other	36.6	0.9	7.6	10.9	66.0	17.7	34.9	37.7	212.3
<b>Total</b>	<b>88.7</b>	<b>1.7</b>	<b>31.1</b>	<b>17.7</b>	<b>197.3</b>	<b>26.3</b>	<b>130.8</b>	<b>84.3</b>	<b>577.9</b>
WORKING DAYS LOST ('000)									
Wages	4.3	—	6.0	4.3	23.2	1.2	189.4	18.7	247.1
Hours of work	0.1	—	0.2	4.4	1.7	0.3	0.3	1.2	8.3
Leave, pensions, compensation	—	—	—	—	—	—	—	—	—
Managerial policy	50.4	3.5	42.0	23.4	267.0	7.6	18.1	14.5	426.5
Physical working conditions	15.1	—	2.1	—	0.7	0.2	—	1.5	19.6
Trade unionism	38.6	—	1.8	1.9	2.2	1.8	—	0.3	46.6
Other	54.8	0.9	6.4	10.8	39.7	8.7	31.5	30.5	183.4
<b>Total</b>	<b>163.4</b>	<b>4.4</b>	<b>58.6</b>	<b>44.8</b>	<b>334.4</b>	<b>19.7</b>	<b>239.4</b>	<b>66.7</b>	<b>931.4</b>

(a) Comprises Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.

Duration of dispute	1991	1992	1993	1994	1995	1996
WORKING DAYS LOST ('000)						
Up to and including 1 day	182.5	674.4	142.8	72.9	132.9	202.3
Over 1 and up to and including 2 days	835.1	102.4	262.8	123.4	104.1	144.9
Over 2 and less than 5 days	463.4	73.7	106.5	104.6	154.7	466.4
5 and less than 10 days	53.7	30.9	40.1	147.2	97.6	53.4
10 and less than 20 days	65.5	16.7	32.3	58.9	28.4	17.9
20 days and over	22.9	44.9	2.8	7.7	37.5	46.5
<b>Total</b>	<b>1 623.1</b>	<b>943.0</b>	<b>587.3</b>	<b>514.8</b>	<b>555.1</b>	<b>931.4</b>
WORKING DAYS LOST (%)						
Up to and including 1 day	11.2	71.5	24.3	14.2	23.9	21.7
Over 1 and up to and including 2 days	51.4	10.9	44.7	24.0	18.8	15.6
Over 2 and less than 5 days	28.5	7.8	18.1	20.3	27.9	50.1
5 and less than 10 days	3.3	3.3	6.8	28.6	17.6	5.7
10 and less than 20 days	4.0	1.8	5.5	11.4	5.1	1.9
20 days and over	1.4	4.8	0.5	1.5	6.7	5.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Method of settlement	Coal mining	Other mining	Metal product; Machinery & equipment mfg	Other mfg	Construction	Transport & storage; Communication services	Education; Health & community services	Other industries (a)	All industries
NUMBER OF DISPUTES									
Negotiation	15	n.p.	6	9	34	11	n.p.	12	90
State legislation	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	n.p.	17
Commonwealth and joint									
Commonwealth-State legislation	n.p.	—	n.p.	7	n.p.	6	n.p.	n.p.	25
Resumption without negotiation	188	4	74	14	24	43	27	48	401
Other methods	—	—	—	n.p.	4	n.p.	—	—	6
<b>Total</b>	<b>208</b>	<b>7</b>	<b>82</b>	<b>33</b>	<b>67</b>	<b>64</b>	<b>32</b>	<b>67</b>	<b>539</b>
EMPLOYEES INVOLVED ('000)									
Negotiation	2.6	—	4.9	1.2	6.6	2.1	0.2	14.8	32.5
State legislation	0.7	0.4	0.1	0.2	0.1	0.6	0.8	2.9	5.7
Commonwealth and joint									
Commonwealth-State legislation	0.6	—	0.1	2.3	0.7	0.8	1.1	1.0	6.6
Resumption without negotiation	84.8	1.3	26.0	13.9	189.6	22.8	128.6	65.6	532.7
Other methods	—	—	—	—	0.3	—	—	—	0.4
<b>Total</b>	<b>88.7</b>	<b>1.7</b>	<b>31.1</b>	<b>17.7</b>	<b>197.3</b>	<b>26.3</b>	<b>130.8</b>	<b>84.3</b>	<b>577.9</b>
WORKING DAYS LOST ('000)									
Negotiation	3.4	—	35.7	4.0	17.1	2.2	0.1	11.2	73.7
State legislation	2.5	1.6	0.1	0.7	0.3	1.2	0.4	4.2	11.0
Commonwealth and joint									
Commonwealth-State legislation	1.2	—	0.2	11.3	13.3	0.7	0.9	0.8	28.4
Resumption without negotiation	156.3	2.8	22.6	28.7	303.4	15.6	238.0	50.5	817.9
Other methods	—	—	—	0.1	0.3	—	—	—	0.4
<b>Total</b>	<b>163.4</b>	<b>4.4</b>	<b>58.6</b>	<b>44.8</b>	<b>334.4</b>	<b>19.7</b>	<b>239.4</b>	<b>66.7</b>	<b>931.4</b>

(a) Comprises Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.

Disputes	Employees involved..		Working days lost.....		
	no.	'000	%	'000	%
<b>EMPLOYEES INVOLVED</b>					
Under 50	122	3.4	0.6	7.2	0.8
50 and under 100	99	7.0	1.2	19.6	2.1
100 and under 200	117	17.1	3.0	25.1	2.7
200 and under 400	118	32.6	5.6	76.7	8.2
400 and under 1 000	43	24.1	4.2	57.0	6.1
1 000 and under 2 000	8	11.4	2.0	9.7	1.0
2 000 and under 3 000	7	15.5	2.7	17.1	1.8
3 000 and under 20 000	19	155.9	27.0	201.4	21.6
20 000 and over	6	310.8	53.8	517.6	55.6
<b>Total</b>	<b>539</b>	<b>577.9</b>	<b>100.0</b>	<b>931.4</b>	<b>100.0</b>
<b>WORKING DAYS LOST</b>					
10 and under 100	222	16.5	2.9	8.7	0.9
100 and under 500	201	44.1	7.6	48.5	5.2
500 and under 1 000	47	17.3	3.0	31.7	3.4
1 000 and under 2 000	28	29.0	5.0	37.7	4.1
2 000 and under 5 000	17	44.6	7.7	53.5	5.7
5 000 and under 10 000	9	48.0	8.3	67.2	7.2
10 000 and over	15	378.5	65.5	684.1	73.5
<b>Total</b>	<b>539</b>	<b>577.9</b>	<b>100.0</b>	<b>931.4</b>	<b>100.0</b>

## EXPLANATORY NOTES

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### INTRODUCTION

**1** This publication contains annual statistics of industrial disputes. Figures for the period have previously been published in less detail in *Industrial Disputes, Australia* (Cat. no. 6321.0) issued monthly.

**2** Two methods of presenting industrial disputes statistics are used in this publication. These are shown in:

- Disputes which occurred during a particular year, irrespective of whether the disputes ended during the year or continued into subsequent years. Statistics of employees involved and working days lost relate only to disputes in progress during the year concerned.
- Disputes which ended during the year. Statistics relate to all employees involved and working days lost during the course of disputes ending in the particular year, even if the disputes started in the previous year.

### COVERAGE

**3** The statistics in this publication relate to disputes which involved stoppages of work of 10 working days or more at the establishments where the stoppages occurred. Ten working days is equivalent to the amount of ordinary time worked by 10 people in one day, regardless of the length of the stoppage, for example, 3,000 workers on strike for 2 hours would be counted as 750 working days lost (assuming they work an 8 hour day).

**4** The statistics of working days lost relate to the losses due to industrial disputes only (see the definition of 'Disputes' in the Glossary). Effects on other establishments, such as stand-downs because of lack of materials, disruption of transport services, power cuts, etc. are not included.

**5** The statistics of industrial disputes are compiled mainly from data obtained from employers (both private and public sector), from trade unions and from reports of government authorities. Particulars of some stoppages, e.g. State/Territory or Australia-wide general strikes may have been estimated and the statistics therefore should be regarded as giving only a broad measure of the extent of industrial disputes as defined above.

### TYPE OF DISPUTE

**6** Included in these statistics are the following types of industrial disputes:

- unauthorised stopwork meetings;
- unofficial strikes;
- sympathetic strikes (e.g. strikes in support of a group of workers already on strike);
- political or protest strikes;
- general strikes;
- work stoppages initiated by employers (e.g. lockouts); and
- rotating or revolving strikes (i.e. strikes which occur when workers at different locations take turns to stop work).

Excluded from these statistics are work-to-rules, go-slows, bans (e.g. overtime bans) and sit-ins. In addition, industrial disputes in which employees resign are deemed to have been resolved. Statistics on those disputes will cease to be collected from the date of the employees' resignation.

## EXPLANATORY NOTES *continued*

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### CHANGE IN METHODOLOGY

**7** The basis for the calculation of working days lost per thousand employees was changed in *Industrial Disputes, Australia, 1994* (Cat. no. 6322.0) to use estimates of employees taken from the ABS Labour Force Survey only. Estimates have been recalculated on this basis for each 12 month period back to December 1990 and are available on request. For the 1987 to 1993 editions of this publication, estimates of employees were taken predominantly from the ABS Survey of Employment and Earnings (*Wage and Salary Earners, Australia* (Cat. no. 6248.0)).

**8** The basis for the calculation of the number of disputes was changed in *Industrial Disputes, Australia, 1992* (Cat. no. 6322.0) and the series revised back to September 1991. Prior to September 1991, disputes affecting more than one industry and/or State/Territory were counted as a separate dispute in each industry and State/Territory and in the Australian total. From September 1991 onwards, a dispute affecting more than one industry and/or State/Territory is counted once in each industry and/or State/Territory, but only once at the broader industry and Australia level. The reason for the change was to align the method of counting the number of industrial disputes with the International Labour Organisation guidelines. This change does not affect the estimates of employees involved or working days lost.

### INDUSTRY CLASSIFICATION

**9** Industry information for 1994 shown in tables 2, 5, 6, 7, 9 and 11 is classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC)—for more details refer to *Australian and New Zealand Standard Industrial Classification (ANZSIC) 1993* (Cat. no. 1292.0). It replaces the Australian Standard Industrial Classification (ASIC), which had been in use for many years. Data for periods prior to 1994 in table 2 have been classified only according to ASIC.

### RELIABILITY OF ESTIMATES

**10** Inaccuracies may occur because of imperfections in information provided by respondents or in processing by the ABS. Although considerable care is taken in questionnaire design; in the instructions given to respondents; and in editing the returns; these inaccuracies may occur in any enumeration, whether it be a full count or a sample.

### RELATED PUBLICATIONS

**11** ABS publications and standard data services which may be of interest are:

- *Industrial Disputes, Australia, 1995* (Cat. no. 6322.0)—annual
- *Labour Force, Australia* (Cat. no. 6203.0)—monthly
- *Trade Union Statistics, Australia, 1996* (Cat. no. 6323.0)—irregular
- *Trade Union Members, Australia, August 1996* (Cat. no. 6325.0)—biennial
- *Working Arrangements, Australia, 1995* (Cat. no. 6342.040.001)—standard data service
- *Employment Benefits, Australia, 1994* (Cat. no. 6334.040.001)—standard data service

**12** Current publications produced by the ABS are listed in the *Catalogue of Publications and Products* (Cat. no. 1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (Cat. no. 1105.0) which lists publications to be released in the next few days. The Catalogue and Release Advice are available from any ABS office.

## EXPLANATORY NOTES *continued*

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### UNPUBLISHED STATISTICS

**13** A range of unpublished data is also available on request including dispute details at more detailed industry levels, cross-classified by State and Territory, and finer cause of dispute and method of settlement categories than those published. Considerable time series exist for most variables. Inquiries regarding data availability and the associated charges should be directed to Paul Singleton on Melbourne 03 9615 7389.

## GLOSSARY

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<b>Cause of dispute</b>	The statistics for cause of industrial disputes relate to the reported main cause of stoppage of work and not necessarily all causes that may have been responsible for the stoppage of work. For these reasons, the statistics do not reflect the relative importance of all causes of disputes as perceived by both employers and employees. The causes are classified from information supplied by employers and according to standards determined by the International Labour Organisation. The classification of causes is as follows:
<i>Wages.</i>	Claims involving general principles relating to wages e.g. increase (decrease) in wages; variation in method of payment or combined claims relating to wages, hours or conditions of work in which the claim about wages is deemed to be the most important. Combined claims in which the other claims are deemed to be the most important are included under the relevant clause. Disputes over award restructuring are included under managerial policy.
<i>Leave, pensions, compensation.</i>	Claims involving general principles relating to holiday and leave provisions; pension and retirement provisions; workers' compensation provisions; insertion of penal clause provisions in awards.
<i>Managerial policy.</i>	Disputes concerning the exercise of managerial control by employers, e.g. terms and conditions of employment (other than disputes specifically about wages and hours); new awards and agreements; award restructuring; work practices; principles of promotion or deployment of staff including roster complaints and retrenchments; disciplinary matters including alleged victimisation of union officials; employment of particular persons; disagreement with managerial decisions.
<i>Physical working conditions.</i>	Disputes concerning physical working conditions and safety issues, e.g. protective clothing and equipment; first aid services; uncomfortable working conditions; lack of, or the condition of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks.
<i>Trade unionism.</i>	Disputes concerning employment of non-unionists, inter-union and intra-union disputes; sympathy stoppages in support of employees in another industry; recognition of union activities.
<i>Hours of work.</i>	Claims involving general principles relating to hours of work, e.g. decrease (increase) in hours; distribution of hours.
<i>Other.</i>	Disputes concerning protests directed against persons or situations other than those relating to the employer/employee relationship, e.g. political matters; fining and jailing of persons; lack of work; lack of adequate transport; non-award public holidays; accidents and attendance at funerals. Stoppages for which no reason is given are also included in this category.

## GLOSSARY *continued*

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**Disputes** For these statistics, an *industrial dispute* is defined as a withdrawal from work by a group of employees, or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.

A dispute affecting several establishments is counted as a single dispute if it is organised or directed by one person or organisation; otherwise it is counted as a separate dispute at each establishment (in each State or Territory) and in each industry in which it occurred.

A dispute affecting more than one industry and/or State/Territory is counted once in each industry and State/Territory but only once at the broader industry and Australia level. Prior to September 1991 disputes covering more than one industry and/or State/Territory were counted differently (refer to paragraph 8 of the Explanatory Notes for details).

When there is a return to work between stoppages over the same issue, and the return to work is for less than two complete months, the stoppages are counted as a single dispute. When the return to work is for two or more months, the dispute is considered to have ended at the time of the return to work. Should a subsequent stoppage occur, it is counted as a new dispute.

**Disputes which occurred during the year**

*Disputes which occurred during the year* encompasses those disputes which:

- started in a previous year and ended in the year being measured; or
- began and ended in the year being measured; or
- began in the year being measured and continued into the next year; or
- started in the previous year, continued through the year being measured and into the next year.

**Duration of dispute**

The *duration* of a dispute is the average number of working days lost per employee involved in the dispute. The duration of the dispute is calculated by dividing the number of working days lost in the dispute by the number of employees involved (both directly and indirectly).

**Employees**

*Employees* refers to wage and salary earners only. Excluded are persons who are self-employed (e.g. building subcontractors, owner-drivers of trucks) and employers.

*Employees directly involved* are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.

*Employees indirectly involved* are those who ceased work at the establishment where the stoppages occurred, but who are not themselves parties to the dispute. Employees who ceased work at establishments other than those where the stoppages occurred are excluded (see paragraph 4 of the Explanatory Notes).

*Total employees involved* for any period of time are obtained by adding together the number of employees involved in each dispute in the period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference, the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute, the figures of employees involved relate to the largest number of individual employees involved on any one day. Generally, the total number of employees involved for each year will equal the sum of the total number of employees involved in the first month of a year plus the number of employees newly involved in subsequent months. Differences between monthly and annual totals can occur due to the temporary cessation of stoppages which resume in subsequent months. Employees re-involved in this type of dispute are not classified as employees newly involved in stoppages in the second period in which the dispute occurs.

**Method of settlement** Statistics of the *method of settlement* of industrial disputes relate to the method directly responsible for ending the stoppage of work as reported and not necessarily to the method (or methods) responsible for settling all matters in dispute. For these reasons, they do not reflect the relative importance of the work of various industrial tribunals operating under State and Commonwealth legislation. The classification of method of settlement is as follows:

*Negotiation.* Private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Commonwealth industrial legislation.

*State legislation.* Intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or wages board legislation, or reference to such authorities or compulsory or voluntary conference. Intervention, assistance or advice of State government officials or inspectors.

*Commonwealth and joint Commonwealth-State legislation.* Compulsory or voluntary conference or by intervention or assistance of, or reference to, the industrial relation commissions created by or constituted under the Industrial Relations Act, Coal Industry Acts, Stevedoring Industry Act, and other Acts such as the Navigation Act; Public Service Arbitration Act. Intervention, assistance or advice of Commonwealth government officials or inspectors.

*Resumption without negotiation.* This category may include some disputes which are settled subject to subsequent negotiation of a formal nature, such as industrial court hearings. Stop-work meetings are included, and this category may also include disputes settled by 'resumption' as stated, but about which no further information is available.

*Other methods.* Mediation; filling places of employees on strike or locked out; closing establishments permanently; dismissal or resignation of employees.

## GLOSSARY *continued*

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**Working days lost** *Working days lost* refers to working days lost by employees directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of the dispute.

**Working days lost per thousand employees** *Working days lost per thousand employees* are calculated for the 12 month period from working days lost and estimates of employees obtained from the ABS Labour Force Survey. Refer to paragraph 7 of the Explanatory Notes for details of the way in which these measures are calculated, and the change in the method of calculation from the 1994 edition of this publication.

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